

Report to Partnership Meeting 25 April 2025

PARTNERSHIP

Equalities Duties Update

PURPOSE OF REPORT

To update Members on HITRANS Equalities Duties which have been updated with a report on Mainstreaming the Equality Duty, required to be published by 30th April 2025.

OVERVIEW

The Equality Act came into force on 1st October 2010 and brings together over 116 separate pieces of legislation into one single Act. The Act provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. The Act includes a public sector equality duty which came into force on 5th April 2011.

The purpose of the public sector equality duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a more equal society through advancing equality and good relations in their day-to-day business. The public sector equality duty covers the following protected characteristics: age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex and sexual orientation.

The Equality Act 2010 defines 'general equality duties' as follows:

- Eliminate unlawful discrimination, harassment and victimisation and other prohibitive conduct
- Advance equality and opportunity between people who share a relevant protected characteristic and those who do not
- Foster good relations between people who share protected characteristics and those who do not

The Act also sets out that:

- Meeting different needs includes (among other things) taking steps to take account of disabled people's disabilities
- Fostering good relations means tackling prejudice and promoting understanding between people of different groups
- Meeting the general equality duty may involve treating some people more favourably than others

SPECIFIC DUTIES

The specific duties are the steps required to deliver the general duties as outlined above. The actions required by HITRANS are:

- A mainstream report (which includes employee information) to be updated every 2 years
 - This report is to include the following:
 - Show how equality becomes part of the structures, behaviours, and culture of an authority
 - Demonstrate how, in carrying out its functions, it is promoting equality
 - Mainstreaming equality contributes to continuous improvement and better performance
- Equality outcomes report, prepared using involvement and evidence to be updated every 4 years
 - This report is to:
 - Define a set of equality outcomes which it considers will enable the authority to better perform the general equality duty

HITRANS Equalities Outcomes have been compiled based on available evidence of national and local transport inequality as well as surveys launched by HITRANS. The equality outcomes were updated and published on 30th April 2023, due to be updated by 30th April 2027. The mainstreaming report was last updated on 30th April 2023, due to be updated by 30th April 2025. A draft version of this updated report is attached for comment and approval ahead of publication.

RISK REGISTER

RTS Delivery

Impact – Positive

Comment – Supports the RTS focus on equal opportunities and reducing inequalities

Policy

Impact – Positive

Comment – These Policy documents provide a framework for the Partnership to assess and measure progress in achieving Equalities outcomes

Financial

Impact – Neutral

Budget line and value – No financial implications

Equality

Impact – Positive

Comment – These Policy documents are designed to apply fairly and equally to all staff and provide a statement of compliance with requirements of the Act

RECOMMENDATION

Members are asked to:-

1. Note the contents of this report and approve the draft 'Mainstreaming of Equality Duty' report as a basis for publishing by 30th April 2025.

Report by: Jayne Golding
Designation: SATE Manager
Date: 10th April 2025